

Dept of DHS-Clarinda (408) Facts – FY '07

http://www.dhs.state.ia.us/



General Information

Address: Clarinda Mental Health Institute
1800 North 16th Street
Clarinda, IA 51632

Workforce Data (unless otherwise noted, information provided is at the end of FY '07)

# FT EEs: 95	# PT EEs: 1	# Temporary EEs: 14	Average Length of Service: 14.21
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Span of Control: 8.08	% Performance Evaluations Completed: 100%	Total Unemployment Insurance Claims: N/A
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	1	45-54	34	<25	0	45-54	4	# of Females:	78	# of Males:	17
25-34	9	55-64	28	25-34	1	55-64	6	% of WF:	82.11%	% of WF:	17.89%
35-44	22	65+	1	35-44	1	65+	0	Average Age:	46.75	Average Age:	53.94
Employee Average Age: 48.03				Supervisor Average Age: 53.67				Average Length of Service: 11.89		Average Length of Service: 24.83	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	3	# of African-American:	0	# of Non-minorities:	89
% of Workforce:	3.16%	# of Asian:	3	% of Workforce:	93.68%
Average Age:	44.78	# of American Indian:	0	Average Age:	47.94
Average Length of Service:	6.13	# of Hispanic or Latino:	0	Average Length of Service:	14.83

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	4	# of Persons With Non-Disabilities:	82
% of Workforce:	4.21%	% of Workforce:	86.32%
Average Age:	58.49	Average Age:	47.41
Average Length of Service:	22.83	Average Length of Service:	13.96

Officials/Administrators EEO Category 1: 5	Professionals EEO Category 2: 28	Technicians EEO Category 3: 21	Protective Service: Sworn EEO Category 4: 0
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 5	Skilled Craft EEO Category 7: 0	Service/Maintenance EEO Category 8: 36

Separation Rate: N/A%	Hire Rate: N/A%	Number Hires: 7	Transfer In: N/A
Retirements: 1	All Terminations: 2	Voluntary Quits: 2	Transfer Out: N/A

# of Classes Used: 31	Most Populous Classes: Resident Treatment Wrkr (28), Licensed Practical Nurse (18), Registered Nurse (13)
Separations - By Class:	Resident Treatment Wrkr (3), Licensed Practical Nurse (1), Registered Nurse (1)
# Eligible for Retirement: 20	% Eligible: 21.05%

Leave and Benefits (unless otherwise noted, information provided is at the end of FY '07)

Vacation Payouts: \$4,445.11	Sick Leave Payouts: \$4,967.37	Annual Payroll: \$4,861,669.58	Avg. Base Salary: \$48,126.60	Overtime Days Worked: 215.4
Overtime Cost: \$51,650.66	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$1,972,013.24	Vacation Pay - Earned Value: \$357,542.05	Vacation Days Earned: 1,906.9	Vacation Used Expense: \$361,377.81	Vacation Days Taken: 1,948.2
Workers' Comp Days Used: 157	Sick Leave Days Earned: 1,600.3 Sick Leave -Earned Value: \$290,121.64	Reg. Sick Leave Used Expense: \$223,122.85	Reg. Sick Leave Days Used: 1,151.3 Avg. Sick Leave Days Per EE: 12.12	Converted Sick Leave To Vacation Days Used: 124.0 Converted Sick Leave To Vacation Used Expense: \$22,949.84
Injury Leave Used Expense: \$0	Injury Leave Days Used: 0	Classification Appeals: N/A	<u>Reclassifications</u> Up (Filled): 1 Up (Vacant): 0 Down (Filled): 0 Down (Vacant): 0 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$7,176.00	<u>Grievances</u> Contract Grievances: N/A Disciplinary: N/A Language: N/A Non-Contract Grievances: N/A Disciplinary: N/A Language: N/A Arbitrations: N/A
Funeral Leave Used Expense: \$10,170.71	Funeral Days Used: 63.3	Extraordinary Pay: \$15,766.40		
Jury Leave Used Expense: \$0	Jury Leave Days Used: 0	Special Duty Pay: \$0		

* based on difference between average of old and new pay grade FY '07. Vacancies and laterals were not calculated into the "cost."

Affirmative Action (Remedial Underutilization [RUU] and Remedial Hiring Goals)

Females: Current Year (FY '08) RUU: N/A Current Year (FY '08) Goal: N/A	Minorities: Current Year (FY '08) RUU: N/A Current Year (FY '08) Goal: N/A	PWD: Year (FY '08) RUU: N/A Current Year (FY '08) Goal: N/A
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Sources: AS400 Queries; "Just the Facts for FY07" Almanac; Department of Management; DAS-HRE Labor Relations Team and DAS-HRE Personnel Officers.

Date of Completion: July 25, 2008